

# THE BULLETIN

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION  
1026 SUMTER STREET, SUITE 101, COLUMBIA, SC 29201 OR  
P.O. BOX 4490, COLUMBIA, SC 29240

## SCHAC is Here to Help Sexual Harassment Victims

The South Carolina Human Affairs Commission investigates allegations of unlawful discrimination at work, including individuals who feel as though they have been sexually harassed on the job. The Human Affairs Commission website is full of helpful information:

<http://www.schac.sc.gov/ed/Pages/SexualHarassment.aspx> . Additionally, we invite South Carolina residents to call us at 803-737-7800 or 1-800-521-0725.



The South Carolina Human Affairs Commission was created by the General Assembly in 1972 with the mission of encouraging fair treatment, eliminating and preventing unlawful discrimination, and fostering mutual understanding and respect among all people in this State. These principals are based on the tenets of Title VII of the federal Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disability Act.

### Did you know?

- ◆ It is unlawful to harass a person (an applicant or employee) because of that person's sex.
- ◆ Harassment includes "sexual harassment" or unwelcome/unwanted sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.
- ◆ Although the law does not prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).
- ◆ The SC Human Affairs Commission offers training on Sexual Harassment. Contact us for fees and scheduling.

Our Agency has a number of staff members who would be happy to provide training to your agency or sit on a panel or provide an interview.

VOLUME 5, ISSUE 1

JANUARY 2018

Tel: 803-737-7800 Toll Free: 800-521-0725 Fax: 803-737-7835 E-mail: [information@schac.sc.gov](mailto:information@schac.sc.gov)

FIND US ON THE WEB AT [WWW.SCHAC.SC.GOV](http://WWW.SCHAC.SC.GOV)



## Welcome to the Commission!



**Sarah Gable**

Sarah joined SCHAC as a staff counsel. Sarah began her law career in private practice representing Charging Parties throughout the investigative agency process and in state and federal court. Sarah is married to her husband, William, and they have a baby boy. Sarah's hobbies include training labs with her husband and



**Mark Dunham**

Mark is a Texas native. He retired after 20 years in the Army, where he served as a Criminal Investigator. He has three teenage sons, lives in Lexington, and loves to golf.



**Nefateda Chambers**

Nefateda and her husband are fairly new to Columbia. They have a two-year-old daughter named Naima. Nefateda previously worked as a Personal Banker and is very excited about her new journey with SCHAC! She and her husband recently went to Las Vegas for their anniversary and zip-lined through the city.



**Michael Visel**

Michael worked for the state of Michigan for 10 years and has over two years of experience at SC Department of Social Services in Child Protective Services. He has served as a Peace Corps volunteer and enjoys fishing and exercising. He and his wife have two cats named Fuzzy and Ace.

# AGENCY NEWS

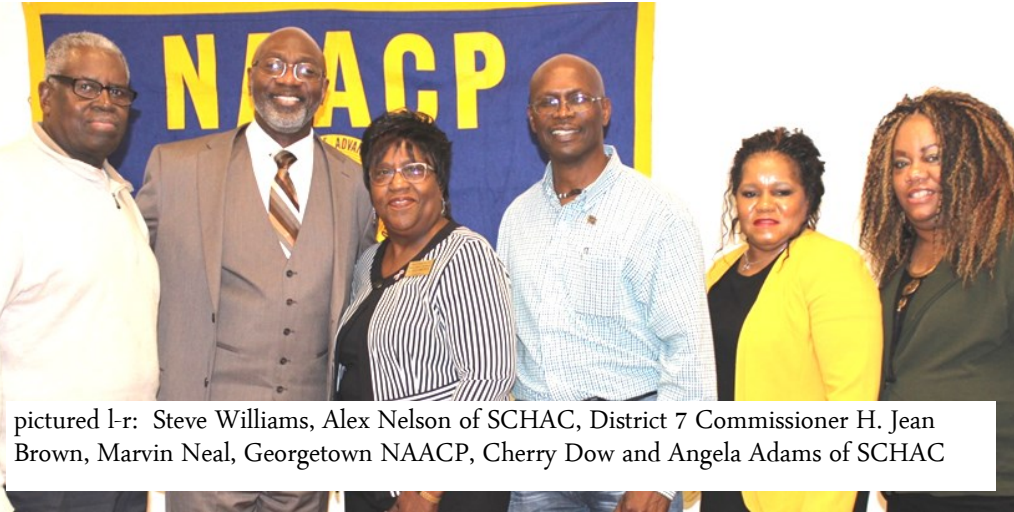


## Intake & Referral Division

### Discrimination Complaints Focus of NAACP Workshop

The Intake and Referral Division was invited to give a presentation in Georgetown at a National Association for the Advancement of Colored People workshop. This workshop focused on how to file a bias complaint with SC Human Affairs Commission. Approximately 40 residents from around the county attended in order to learn about the Commission's work. Board Commissioner H. Jean Brown said, "The Commission works for your benefit." Intake and Referral Division Investigator Angela Adams said, "If you have a complaint, we will work with you to see it through."

While presenting at the workshop, Intake & Referral Division Supervisor Alex Nelson let the audience know that an act may be morally wrong, but not legally wrong. The staff also stated that the Commission offers mediation to resolve a problem.



pictured l-r: Steve Williams, Alex Nelson of SCHAC, District 7 Commissioner H. Jean Brown, Marvin Neal, Georgetown NAACP, Cherry Dow and Angela Adams of SCHAC

The Intake and Referral Division serves as the initial contact point for all employment and non-employment complaints of discrimination received by the Commission. Its primary responsibilities are to: conduct interviews, gather essential information and documents, maintain complete records and files of complaint activity for tracking and reporting purposes, provide appropriate notices of complaints filed, perfect complaints and prepare them for investigation. The Intake and Referral Division also works with appropriate federal agencies, makes appropriate referrals and provides other technical assistance to the public.

## Agency Launches New Logo and Tag Line



SCHAC announces the launch of its newly designed Agency logo and tag line as part of the Agency's re-branding campaign. The design features a modern, sophisticated look that reflects the Agency's trusted reputation. "We were delighted to have talented high school students Henry Wong & Danielle Silvestri from the Academy for the Arts, Science & Technology in Myrtle Beach design our new Agency logo." said SCHAC Commissioner Raymond Buxton, II. The Agency's new tag line, 'Discrimination: YOU spot it! WE stop it!' was inspired by an Agency staff person.

## SOUTH CAROLINA HUMAN AFFAIRS COMMISSION



Commissioner Raymond Buxton, II

Si usted piensa que ha sido discriminado en la vivienda o en el empleo, debe ponerse en contacto con la Comisión de Asuntos Humanos. La Comisión investigará su queja y si hay una violación de la ley, la Comisión puede ayudarlo a conseguir soluciones legales a los que usted tiene derecho. Si es necesario, la Comisión puede llevar casos de discriminación a una audiencia o a la corte. No importa su estado legal, la Comisión lo ayuda.

### Board of Commissioners

- Chairman**  
John A. Oakland
- Vice Chair and 1st District**  
Cheryl F.C. Ludlam
- 3rd District**  
Ashley P. Case
- 4th District**  
Rev. Willie Thompson
- 5th District**  
Andrew C. Williams
- 7th District**  
Harold Jean Brown
- At Large**  
Joe F. Fragale



### Mission Statement

*Our mission is to eliminate and prevent unlawful discrimination in employment, housing, and public accommodations and promote harmony and betterment in the lives of South Carolina's residents.*

### Vision Statement

*The South Carolina Human Affairs Commission's Vision is to be well known with a positive image and a mission that is understood and accepted by the public. SCHAC is a fully resourced, customer-friendly Agency with a diverse, well-trained and efficient team working together effectively in a safe and supportive work environment in fulfillment of the Agency's mission.*

## 2018 Employment and Housing Investigations



The Equal Employment Opportunity Commission (EEOC) and the Human Affairs Commission have a very good working relationship and since the 1970's have had an official work sharing agreement. Based upon

the number of cases annually investigated in recent years, Commissioner Buxton hopes that our Compliance EEO Investigations Department will investigate 1,060 charges during the 2017-18 EEOC contract period. SCHAC's EEO Employment Department had 169 settlements during the 2016-17 EEOC contract period of which 74 of these settlements were mediations. This resulted in a total monetary amount of \$1,596,704 and a 15% settlement rate.



The Fair Housing Division has had another successful fiscal year turning complaints into settlement agreements. Investigators closed 73 cases and conciliated 38. If all parties agree to mutually settle the case, it is closed without any further investigation. The goal for 2018 is to investigate 85 cases. Just like

employment cases, SCHAC is paid a pre-determined amount for completing investigations of Fair Housing violations. The Department of Housing and Urban Development (HUD) agrees each year to compensate SCHAC for its work in the Fair Housing Department. When SCHAC finds that the law has been broken by a housing provider, SCHAC will seek to hold the provider accountable through litigation.